

OCA 88-0003
7 January 1988

NOTE FOR: The Director
The Deputy Director

OCA FILE DCI/OCA

FROM: Dave Gries *DG*

SUBJECT: Suggested topics for February 21-23 Off-Site Conference

goals for 1988

what are CIA's goals for 1988 (drawn from submissions to the DCI)
how should we acquaint our managers with these goals
do we need a system to measure progress against goals

"one agency"

should supervisory titles be made uniform across the directorates
should out-of-directorate "interims" become a mid-career
requirement
is one career service a better idea than separate career services
are CIA personnel policies applied evenly across the directorates
do directorates maximize the expertise of other directorates

the "compleat" intelligence officer

should all new officers receive Career Trainee training
should out-of-directorate rotational assignments be mandatory

career development for minorities (including women)

how effective are our efforts to hire minorities
how are minorities faring at CIA
are senior executives sufficiently aware of minority issues
are we identifying high potential minority employees within CIA
are we actively promoting their careers

improving counterintelligence and security

what is the recent record
is the security reinvestigation system satisfactory
how can we strengthen counterintelligence at stations abroad
are we organized to obtain better results

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